

THE OSHAWA WORKER

VOLUME 38 NUMBER 11

OSHAWA, ONTARIO

JUNE 21, 1979

**The General Membership
and GM Unit Meetings
are cancelled
for July and August**

President's Report

By TED MURPHY

UAW & RETIREES PICNIC

The Retirees Picnic will be held on Tuesday, June 26th, 1979 at Lakeview Park. I am hoping all retirees and their spouses will be able to attend as this event is an excellent opportunity to renew old acquaintances. The UAW Picnic will be held on Saturday, July 7th at Lakeview Park. The tickets will be on sale at the Union Hall on June 27, 28,



29, July 3, 4, 5 and 6. A schedule of the different events and a list of prizes will be listed elsewhere in this edition of the *Oshaworker*.

CONGRATULATIONS TO ED BROADBENT

I would like to take this opportunity to congratulate Ed for his victory as M.P. for Oshawa, for the increase in the popular vote he received and for the additional seats the party gained in Parliament.

I talked to Ed briefly and he asked me to thank the membership of Local 222 for their support.

GENERAL MOTORS NEGOTIATIONS

This will be the last edition of the *Oshaworker* until September. As General Motors negotiations will commence on July 16, 1979, they should be well under way by September. The Shop Committee and the G.M. Council have completed the drafting of the Master, Local and Benefits (Pensions, Insurances and SUB) demands. They will be presented to General Motors on July 16, 1979. Some Working Conditions meetings have already taken place and more meetings are being scheduled.

RADIO DEPARTMENT

There was a problem in the Radio Department where the supervision in the area were continually harassing the employees. I have discussed this problem with Top Management and they have assured me that this will be corrected. If there are any more problems in the area, I want to hear about them.

PARAGRAPH 54 OF THE MASTER AGREEMENT

The Company is playing games with this section of the agreement.

This is part of the agreement where you could be contractually separated. Below is the language:

"An employee's seniority shall be broken:

- (a) if the employee quits;
- (b) if the employee is discharged (if the discharge is reversed under the Grievance Procedure he shall be reinstated without loss of seniority);
- (c) if the employee is absent for three working days without properly notifying the Management, unless a satisfactory reason is given. After the unreported absence of three working days, Management will send clear written notification to the employee's last known address as shown on the Company records, that his seniority has been broken and that it can be reinstated if, within three specified working days after delivery or attempted delivery of such notice, he reports for work or properly notifies Management of his absence. A copy of such Management notification will be furnished promptly to the Chairman of the Shop Committee. If the employee complies with the conditions set forth in the notification, his seniority will be reinstated if it has not otherwise been broken; however, such reinstatement shall not be construed as limiting the application to his case of the Shop Rule regarding absence without reasonable cause;
- (d) if the employee fails to report for work in accordance with a notice of recall which is clear in intent and purpose or within five (5) working days after mailing of such notice, whichever is later, unless a satisfactory reason is given.
- (e) if the employee fails to report for work within five (5) working days after the expiration of any leave granted to him, unless a satisfactory reason is given; provided, however, that in the case of leaves of absence granted under Paragraphs (69), (70), (71), (72) and (72) (a) Management will send clear written notification to the employee's last known address as shown on the Company records, that his seniority has been broken and that it can be reinstated, if, within three (3) specified working days after delivery or attempted delivery of such notice, he reports for work or properly notifies Management of his absence. A copy of such Management notification will be furnished promptly to the Chairman of the Shop Committee. If the employee complies with the conditions set forth in the notification, his

seniority will be reinstated if it has not otherwise been broken; however, such reinstatement shall not be construed as limiting the application to his case of the Shop Rule regarding absence without reasonable cause.

(f) if the employee is laid off or is absent on a sick leave pursuant to Paragraph (74) for a continuous period equal to the seniority he had acquired at the time of such layoff period or eighteen (18) months whichever is longer; however, an employee whose seniority is so broken shall, for a period of thirty-six (36) months beginning with the employee's last scheduled workday prior to his layoff, or sick leave pursuant to Paragraph (74), retain a right to be rehired in accordance with the seniority the employee had acquired at that plant as of such last day scheduled. An employee who is rehired and who reacquires seniority at the same plant, pursuant to Paragraph (52), within thirty-six (36) months immediately following the last day worked prior to the layoff or sick leave pursuant to Paragraph (54) (f), shall have his new seniority date adjusted by adding an amount equal to the seniority he had acquired at the plant as of such last day worked;

(g) if during the period an employee has been absent on sick leave, he would otherwise have been laid off, and such sick leave terminates, the period which breaks seniority shall start from the date the employee would otherwise have been laid off;

(h) if the employee retires or is retired under the terms of the Pension Plan, in which case the following provisions shall apply:

(1) he shall on such retirement cease to be an employee;

(2) if he has been retired on total and permanent disability pension and has thereby broken his seniority in accordance with this Paragraph (54) (h) and if he recovers and has his pension discontinued, he shall have his seniority reinstated as though he had been continued on a sick leave during the period of his disability retirement, provided however, if the period of his disability retirement was for a period longer than the seniority he had at the date of retirement, he shall, upon the discontinuance of his disability pension, be given seniority equal to the amount of seniority he had at the date of such retirement.

(3) if he retires or is retired otherwise than on a total and permanent disability pension and is subsequently reemployed he shall be considered a new employee and without seniority, and shall not acquire or accumulate any seniority thereafter, except for the purpose of applying the provisions governing holiday and vacation pay.

(i) if the employee is issued a Separation Payment cheque by the Company pursuant to the Supplemental Agreement attached hereto as Exhibit "C", his seniority shall be broken at any and all plants of the Company as of the date his application for such Separation Payment was received by the Company; provided, however, that if the employee:

(1) returns the amount of the Separation Payment to the Company within 30 days of the date of the Separation Payment cheque, his senior-

ity shall be reinstated as of the fourth working day following receipt of the returned amount;

(2) received such Separation Payment by reason of total and permanent disability and subsequently recovers and reports for work, his seniority shall be reinstated as though he had been on sick leave of absence during the period of his disability, provided further however, that if the period beginning with the date his seniority was broken by reason of the Separation Payment and ending with the date of his return to work was for a period longer than the seniority he had at the date such seniority was broken because of the Separation Payment, he shall be given seniority equal to the amount of seniority he had at the date of such seniority break.

(j) An employee whose seniority is broken under the provisions of Paragraphs (54) (a), (54) (b), (54) (c), (54) (d), or (54) (e) will, in the event his seniority is reinstated, be reimbursed for any contributions he makes pursuant to Section 6 or the Supplemental Agreement (Insurance Program) (Exhibit B) which the Company would have made if his seniority had not been broken.

The three paragraphs the Labour Relations are abusing are Paragraph 54 (c), 54 (d) and 54 (f). This seems to be occurring particularly in the area of the "A" Plant where John Orton is the Labour Relations representative. He is usually proven wrong and continues to abuse and cause the brothers and sisters in this area many hardships.

Last week I had a brother come to my office on crutches and a cast on his leg. He had been injured while working in the plant and was collecting compensation. He had been issued a 54 letter (contraction separation). I phoned John Orton inquiring why he sent the letter to him when he knew the brother was collecting

compensation. He replied saying, "he knew he was on compensation, but he was just trying to flush him out." Orton would still not withdraw the letter. Subsequently the brother filed a grievance. As a result of the grievance, Orton's supervisor withdrew the 54 letter.

This is a misuse of Paragraph 54 of the Master Agreement and there has been a policy grievance on this issue filed by Harry Irwin, Chairman of the Shop Committee.

The above is only one example where Orton has misused this paragraph. He has misinterpreted not only this paragraph, but several other paragraphs on a number of occasions.

GM PROFITS

From 1948-1978 the average profits in General Motors were approximately 20%. In 1978 they made 3.5 billion dollars profit (22%).

In 1978-1979 they increased the X Body which is the new line of cars, by 10.1%.

The Chairman of the Board of General Motors, Thomas Murphy, made \$350,000 in salary plus \$625,000 in bonus and on top of that was given \$21,000 G.M. stock in one year.

The dividends to the stockholders last year were increased from \$1.00 to \$1.15 plus a 50 cent bonus making an increase of 65%.

I hope when we start negotiations with General Motors on July 16, 1979, that they consider their hourly rated employees to the same degree as they have looked after their stockholders and their executives. The hourly rated employees are the bread and butter winners, and without them there would be no profits for the executives or the stockholders.

Since this is the last edition of the *Oshaworker* for the summer, I would like to wish everyone a happy and safe vacation.

Special Meeting

A special meeting for all General Motors hourly rated employees will be held:

DATE: Sunday, June 24th, 1979

TIME: 10:00 a.m.

PLACE: UAW Hall, 44 Bond St. E., Oshawa.

1979 Contract Demands

**Harry Irwin
Chairman
GM Shop Committee**

33rd UAW Local 222 Annual Picnic

Local 222, annual picnic will be held at Lakeview Park on Saturday, July 7th, 1979. In case of rain, the alternate date will be Sunday, July 8th, 1979.

Tickets will be on sale at the Union Hall, 44 Bond Street East, on the following dates and times.

Wednesday, June 27th	4:00 p.m. to 8:00 p.m.
Thursday, June 28th	4:00 p.m. to 8:00 p.m.
Friday, June 29th	12:00 noon to 5:00 p.m.
Tuesday, July 3rd	10:00 a.m. to 8:00 p.m.
Wednesday, July 4th	10:00 a.m. to 8:00 p.m.
Thursday, July 5th	10:00 a.m. to 8:00 p.m.
Friday, July 6th	10:00 a.m. to 8:00 p.m.

Tickets are \$2.00

Please bring your 1979 Union Card. Tickets will not be available for members on July 7th, the day of the picnic.

Fraternalty yours,
**Ronald Gay, Chairman,
Local 222, Picnic Committee.**

Retirees Picnic

Tuesday, June 26th, 1979

12:00 noon to 4:00 p.m.

Lakeview Park

**Register now at the UAW Hall
or Phone: 723-1187**



Secretary-Treasurer's Report

By CARL FINLAY

Since this is the last edition of *The Oshaworker* until September, I would like to wish you all a safe and happy vacation period.

On Saturday, July 7, we are having our Picnic Dance at the UAW Hall. I have booked the Positive Outlook. There is free admission by showing your Union card.

I have a good supply of summer Union jackets on hand, all sizes, \$19.

In addition to the major prizes to be drawn at the picnic, the Retirees' Chapter will be having a draw on a beautiful hard-top camping trailer. Be sure and get a ticket. They are available the same dates as the regular picnic tickets at the UAW Hall.

All proceeds from these tickets will be used for recreation purposes for our retired members.

When you receive your vacation pay early in July, just think, and this story was told to me by one of our retired members, "When the Union first told the Company they wanted vacations, that wasn't so bad. But when they said they wanted full pay along with the vacations, the Company thought they were nuts. The chief negotiator for the Company said at the time that the Union would get it over his dead body." We don't know where he is today, but you will get vacation pay in the following manner, as explained on page 72, Paragraph 114(a) of the Master Agreement.

One but less than three years seniority — 80 hours pay
Three but less than five years seniority — 100 hours pay
Five but less than ten years seniority — 120 hours pay
Ten but less than fifteen years seniority — 140 hours pay
Fifteen but less than twenty years seniority — 160 hours pay
Twenty or more years seniority — 200 hours pay

Following is my financial report for May, 1979.

EXPENDITURES	\$330,881.38
RECEIPTS	294,178.61
Deficit	\$ 36,702.77

BANK BALANCE MAY 31/79

Current Account	
Apr. 27/79	\$ 87,184.89
May Deposits	849,073.91
	\$936,258.80
May Withdrawals	566,304.03
	\$369,954.77
Less O/S Cheques	177,590.32
Actual Bank Balance	\$192,364.45

ASSETS

Petty Cash	\$ 25.00
Cash on Hand	7,428.41
Bank Balance — Less	
O/S cheques	192,364.45
Autoworkers Credit Union	13,552.87
Government Bonds	12,000.00
Coop Credit	90,000.00
Investors Group Trust	16,671.44
GM Unit Benefit Fund	51,542.12
Short Term Deposit	200,000.00
	\$583,584.29

EXPENDITURES

Office & Hall Salaries	\$ 25,718.75
Lost Time Wages	36,878.60
Payroll Service Charge	214.25
Lost Time Expense	12,503.10
Per Capita Tax	168,026.83
Publicity	5,502.20
Office Supplies	1,738.12
Hall Supplies	141.97
Building Maintenance	6,201.45
Entertainment	100.00
Education	225.70
Donations	725.00
Retired Members Dues	
Income Fund	1,559.69
Retired Members Fund	408.20
PAC	556.45
Steelworkers Assessment —	
Advance	30,000.00
Dues Refunds	128.80
Officers Insurance	1,549.92
Telephone	1,498.40

Workmen's Compensation Assessment	2,958.83	Hall Rent	24,280.00
OHIP	182.25	Apartment Rent	540.00
79 Picnic	6,681.00	Miscellaneous Sales	120.00
Arbitration Hearings	452.50	Telephone	157.44
Miscellaneous — Steelworkers pins collection	3,106.67	Entertainment	210.00
Special GM Unit Benefit Fund	17,415.22	Vending Machines	436.18
Investors Group Trust	5,000.00	Retired Members Dues	
Coop Health	171.34	Income Fund	835.95
Ontario Blue Cross premiums	1,236.15	Publicity	1,155.00
Total	\$330,881.38	Office Salaries	698.00
		Lost Time Expenses	855.68
		Miscellaneous	325.50
		79 Picnic	25.00
		Orientation	64.80
		Coop Health	17.68
RECEIPTS			
Check-offs	\$264,457.38	Total Receipts	\$294,178.61

MOVING?

Please complete the following change of address form and return it to the UAW Hall, 44 Bond St. E., Oshawa, Ontario. L1G 1B1, so that your address can be kept up-to-date.

LOCAL 222 UAW CHANGE OF ADDRESS

NAME PLEASE PRINT

ADDRESS APT. NO.

..... POSTAL CODE

PLANT or SERIAL NO.

OLD ADDRESS

Retirees News

By L.J. BRISEBOIS

I have just completed reading the resolutions that were raised at the National Collective Bargaining Convention held in Cobo Hall in Detroit.



Nip Tucker, President of the Local 222, UAW Retirees, told me they were overwhelmingly supported by the delegates. Some of these were an increase in the Surviving Spouse Benefit, Cost-of-Living

for Retirees, eliminating the \$2,400 that a Retiree can earn before he loses out on his benefits, the special need for Forge workers to take the opportunity of early retirement. Also, the huge funds that are in reserve that are needed to cover the

costs of these benefits should be channelled into socially useful projects such as low and moderate income housing, community health care, child care facilities, and other ventures.

More and more younger workers are realizing that early retirement is a good social objective. It opens jobs for young people and allows a wife and husband to enjoy life after working and raising a family. I've also learned this since retiring, there is still a fighting spirit left that will go out and fight to gain the things we have a right to after all the years spent in producing goods for the country.

Personally, I'm looking forward to the battles we will have and the Executive of the Retirees is a forceful group dedicated to fighting for all they can get for the Retirees.

See you at the next meeting.



General Motor's Plant Report

By HARRY IRWIN
Chairman
GM Shop Committee

NEW COST OF LIVING

Effective June 4th, 1979, the cost of living allowance paid to General Motor's workers will be increased by 21 cents per hour in accordance with the provisions of paragraph 101 of the Master Agreement. This produces a cost of living allowance figure totalling 1.36 per hour. This is the final adjustment in the cost of living allowance under the 1976 Master Agreement.

MASTER NEGOTIATING COMMITTEE

As I mentioned in the last *Oshaworker* the Shop Committee

would be voting to complete the Master Committee. This was done on June 4th, and the members of our Master Negotiating Committee are: PRESIDENT — Brother Ted Murphy, CHAIRMAN — Brother Harry Irwin, TRADES — Brother Junior McMullan, CHASSIS PLANT — Brother John Caines, TRUCK PLANT — Brother Don Couch, FAB PLANT — Brother Tom Thompson.

1979 demands

A special meeting is being called for Sunday, June 24, to go over our 1979 demands.

Problems?

ALCOHOL AND/OR DRUGS G.M.-UAW SUBSTANCE ABUSE PROGRAMME

For help, information, etc.

Confidential UAW Reps

Ed Malloy, 725-1759 - In-Plant, 7072-6491

South Plant Medical Centre, 644-6093 - Home, 576-6018

Don Powless, 723-5812 - In-Plant, 7069

North Plant Medical Centre, 644-5146 - Home, 725-5805

Both can be reached at Union Hall - 723-1187

News and Views from Parts

By BURT BUSKER
District Committeeman

QUALITY OF WORK LIFE

Lately, the terminology "quality of work life" has in some cases become a make-work project with UAW-GM, USA. This new phrase relating to the "work place" has become popular, and proven beneficial to the employees concerned. Some of our current Collective Agreements with the major auto producers provide



for "dialogue" on this subject, but little "dialogue" has taken place with the Canadian automotive corporations and the UAW involved.

For far too long, workers have been considered as machines inside the enterprises by being instructed on a continuing basis as to what to do, how long the job should take. In other words, little or no consideration is given for the "intelligence" of the worker involved. That situation must change and workers must be given a greater say in the methods of production and the organization of work, and the continued harassment by supervision must cease.

We should not be hesitant to enter into discussion on a limited scale with our corporation on the subject of "quality of work life". In doing so, however, our priorities must be clear. In order for any quality of work life project to be successful, it must first involve the leadership of our Union both at the International and Local Union level. It must be developed slowly, with full input from the Union including the employees directly affected.

Any corporation proposing a QWL program as an exercise to increase productivity rather than fundamentally changing the quality of work life of the employees will find the program "doomed to failure".

Since its inception, the UAW has negotiated to improve the work environment of its members and continues to do so on a day to day basis. This struggle to improve the quality of work life has always concerned

the UAW and human working conditions must mean:

1. Workers should be able to set their own work pace to reach production quotas, full in-put of methods of job operation.
2. No harassment from supervisors, no orders from other supervisors, except direct orders from your own foreman.
3. Cut-down on G-134's and other forms of discipline, "cool-off period" on suspensions with full investigation by the Union.
4. Have good working conditions, clean lunch area facilities.
5. Implement recreational room facilities — with TV — pool tables — shuffle board — etc.
6. The use of radios in the plant.
7. Ample ventilation and clean rest areas and washroom facilities.
8. Elimination of punch clocks or badge readers at completion of shift.
9. Improve working relationships between supervisors and the workers.
10. Right to attend pressing personal business or other leaves of absence from work.

There are many more work related proposals to improve the QWL program. I am sure that the Union will continue its efforts in negotiations in making the "quality of work life" a reality.

THANKS FOR LUNCHEON

The workers of Parts and Accessories, were treated to a free luncheon from the Company. I have received many compliments from the workers in regards to the wonderful food which was displayed. On behalf of the workers, we express our sincere "thanks" to Management especially Mr. W. Routly, Assistant Superintendent, for the arrangements.

THOUGHT FOR THE WEEK

How about saying "thanks" to someone. A "thanks" that might not be expected ordinarily — just a little extra "thanks to the 'Lord'." He may just answer your prayer knowing that "His" work is being appreciated.

Wishing you a perfect

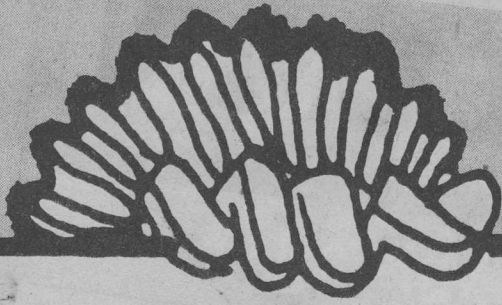


Deceased UAW Members April-May 1979

Roland Armstrong, retired, deceased April 6, 1979; Wilfred LaPlante, retired, deceased April 6, 1979; William H. White, retired, deceased April 19, 1979; Clifford Richardson, retired, deceased April 30, 1979; Percival Hayes, retired, deceased May 1, 1979; Clayton A. (Shorty) Willson, retired, deceased May 4, 1979; Albert (Bert) Granik, retired, deceased May 4, 1979; James R. Smith, retired, deceased May 9, 1979; William Carr, active,

deceased May 11, 1979; Arthur (Russ) Stovin, retired, deceased May 12, 1979; Anthony Flonter, retired, deceased May 17, 1979; Albert Bryant, retired, deceased May 19, 1979; Frederick Woodcock, retired, deceased May 22, 1979; Dorothy Stire, retired, deceased May 22, 1979; Frank Whitfield, retired, deceased May 24, 1979; Alex J. Richards, retired, deceased May 27, 1979.

Respectfully submitted
T. Collen.



Local 222, UAW

33rd Annual Picnic

Lakeview Park, Saturday, July 7, 1979

Picnic Program

- | | | |
|------------|---|---|
| 9:00 a.m. | All booths and rides will be opened. (Ice cream, soft drinks, hats, picnic crests, etc.) | |
| 9:00 a.m. | UAW lob ball game | |
| 9:00 a.m. | Rod and Gun trap shooting | |
| 10:00 a.m. | Children's attendance prizes, (24 prizes). Numbers will be posted on bulletin boards at the Information Booth. Any not claimed by 12:00 noon will be replaced by new numbers each hour on the hour. Last numbers drawn at 3:00 p.m., if there are still unclaimed prizes. | |
| 10:00 a.m. | Rod and Gun archery | 1:00 p.m. UAW lob ball game |
| 10:00 a.m. | UAW lob ball game | 1:00 p.m. UAW softball game |
| 11:00 a.m. | UAW softball game | 2:00 p.m. Puppet show, band shell |
| 11:00 a.m. | UAW lob ball game | 2:00 p.m. UAW lob ball game |
| 11:00 a.m. | Judo act at band shell | 3:00 p.m. Championship UAW softball game |
| 12:00 noon | UAW lob ball game | 3:00 p.m. Championship lob ball game |
| 12:00 noon | Rod and Gun casting | 3:30 p.m. Platform guest and speakers |
| 12:00 noon | Bingo games until 3:20 p.m. | 4:00 p.m. Adult prizes and complete all other prizes. |
| 12:30 p.m. | Platform entertainment (band shell) | 9:00 p.m. Free dance |
| 12:30 p.m. | Children's races | — UAW Hall, 44 Bond St. E. Oshawa. |
| | | Music by the "POSITIVE OUTLOOK" |

Children's Attendance Prizes

6 bicycles — 6 tricycles — 3 skate boards — 3 soccer balls —
3 pack sacks — 3 overnight bags — plus silver dollars

Adult Prizes

One (1) — pick-up truck — One (1) — Pontiac car — One (1) — trip for two to Jamaica
One (1) — trip for two to Cuba — courtesy of Unitours
One (1) — Microwave oven — Two (2) — Colour portable T.V.s — Two (2) — gas barbeques

Races — Start at 12:30 p.m.

First, Second, and Third Place Prizes for all Races

Boys — 3 years and under
Boys — 4 and 5 years
Boys — 6 and 7 years
Boys — 8 and 9 years
Boys — 10 and 11 years

Boys — 12 and 13 years
Boys — 14 and 15 years
Girls — 3 years and under
Girls — 4 and 5 years
Girls — 6 and 7 years

Girls — 8 and 9 years
Girls — 10 and 11 years
Girls — 12 and 13 years
Girls — 14 and 15 years
Egg Throwing Contest —
couples 16 years and over

ALL BOOTHS CLOSE AT 4:00 P.M.



SWAP COLUMN

NEXT ISSUE — SEPTEMBER 6, 1979

DEADLINE FOR NEWS AND ADS — 4:00 p.m., August 24, 1979

FOR SALE

1976 MOTOCROSS 125 CC, excellent condition, best offer. Round metal patio table. Gas lawnmower. 10 x 12 green rug. Call: 728-4514

CRUISER, 22-ft., stove, fridge, head, sink, 155 OMC 1/0, 110 hours. Sleeps 4. Tandem trailer included. \$10,000 firm. Call: Whitby 668-6645

BOAT, 60 H.P. Evinrude motor and trailer. Water skis. 2-wheel box trailer. Call: 728-3297

1973 OLDSMOBILE Delta Royale. 1976 250 Husqvarna W.R. \$1650. Call: Brooklin 655-4403

2 FOLDING HARDWOOD GATES. 5-ft wide. Child protection, \$4 each. Call: 725-5636

YAMAHA ELECTONE ORGAN, A-40, 1½ years old. New condition, bench, 5 books. Call: Bowmanville 623-9156

1972 OLDS. Delta 88. Four-door hardtop, 350 2-barrel. Good condition. Call: 576-8056

SIMPLICITY Supertwin washer-spinner, gold colour. Has been all rebuilt within the last two years. Asking \$125. Call: 723-5394

CCM high rise boy's bike, 20" wheels. Good condition. Call: 725-7700

PORCELAIN KITCHEN SINK and taps, \$30. Playpen, 40" x 40", \$25. Call: 725-9390

'78 CUTLASS, two door, large V-6. Call: Port Perry 985-3171

1978 METAL FLAKE blue Sidewinder, 16½" with 115 Mercury, easyload tail, speedometer, tack, tripot, ski ropes and ski, cover. \$5900 or best offer. Call: Bowmanville 623-3609

AQUARIUMS, 20 and 30 gallons, with all the attachments, \$80 for both. Call: 725-9310

'75 TORINO station wagon, power steering and brakes, 36,000 miles, new tires & brakes. Best offer. Tent trailer with extras. \$250. Call: 725-8475

COMPLETE STEREO, Sears professional series, includes, receiver, turntable, tape-recorder, earphones, microphones, two speakers. Cost \$1000. Asking \$600 or best offer. Call: Blackstock 986-5549 after 6 pm

1977 DODGE ASPEN, 2-door Coupe. Light blue with white vinyl roof. Recently certified and tuned up. A-1 condition. Call: 579-4372 or 723-7649

SOLID WOOD 5-piece bedroom suite, box spring, foam mattress, \$675. Cabinet stereo, 60" excellent condition, \$175. 10,000 B.T.U. air conditioner, \$300. Call: 728-5486

1970 BUICK, good condition, automatic transmission, power brakes & steering. \$300. Good transportation. Call: Bowmanville 623-7672

2 WHITE aluminum storm windows, 31½" x 59". New, \$30 each. Redivue sashless window, 4' x 2½", double glazed, screened, new, \$55. Sump pump, \$30. Call: 723-3916

1 PAIR lined turquoise drapes, 144" x 95". \$50. Call: 728-9572

12' PLYWOOD CARTOP and 13' cedar strip fishing boat, Dispro engine. 25 h.p. Johnson electric start. 5 h.p. old Johnson. Call: Whitby 668-4423

30" WHITE General Electric stove. Bathroom vanity with sink and taps. 25" colour TV, needs repair. One wheel box trailer. Call: 576-8006

NEW SINGER free-arm machine, cabinet & chair. Tent, 6' x 8'. Camp cots. Screen tent, 10' x 10'. Water skis. Blue carpet, 6' x 7'. Call: 579-0476

2 VAN HIGH-BACK bucket seats with bases and seat belts. Fit 1978 Chev. Colour blue. Call: 723-0914 after 5 pm

SPLUSH RUG, 46 sq. yards. Beige, underpad, \$550. 2 shag rugs, underpad, light green, 12' x 14', \$175 each. 8 x 10' rug, underpad, rust, \$45. Call: 728-6773

WALNUT CHINA CABINET old, mahogany drop leaf extension table, dresser, pair of lamps, dishes, wooden chairs etc. Call: 725-6496.

REGISTERED American Saddlebred mare, chestnut trimmed with white. In foal to Malbren Bay Champion Stallion. Will foal in June. Call: Bowmanville 623-2186

AIR CONDITIONER, 10,000 B.T.U. Used two summers, \$150. Drapes, beige, 96" x 84½". Sheers, 113" x 83", \$20. Call: 725-1409

'76 NOVA, 6-cylinder, 2-door, perfect condition. Excellent gas mileage. Call: 728-5877

1973 PONTIAC Parisienne, 2-door automatic. 52,000 miles. Good condition. 30" Kenmore stove. Call: 728-0256

6 DOUBLE HUNG WINDOWS, 40" wide, 34" high. Also aluminum storms and screens. Call: 723-2908

15' CRESTLINER aluminum boat, 33.5 Johnson motor and tank, ignition start, life jackets, oars, buoys, fuel tank. Call: 725-9330

VIKING space heater, 45,000 BTU output. Used one season. Hand lawnmower. Call: 725-5100

CEDAR RAILS, 75c each. Call: 576-7151

1975 PINTO 3-door runabout, in good condition. Radio, rear defogger. \$1000 as is or best offer. Call: 579-0889

'70 OLDS convertible, \$795. '70 Dodge Polara, 68,000 miles, \$695. '72 Vega, \$495. Pekinese showdog, papers, \$250. Carpet sweeper. \$10. Call: 723-8780

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GIRL'S two-wheel bicycle. Call: 579-3644

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1972 BUICK Riviera, 76,000 miles, all power equipment. Climate control. New brakes, vinyl top and paint job. Asking \$2000 firm price. Call: 728-5115

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USED 10 H.P. JOHNSON, tank and hose, complete, in good running shape. \$300. Call: 725-2309

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FRIGIDAIRE fridge, 15 cu. ft. frost free, A-1, \$175. Frigidaire stove, \$50. Apply: 548 Oxford Street, top of Mill St., Oshawa, after 5 p.m.

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1968 CHEV Caprice station wagon, good running condition, \$300 not certified. 1953 Evinrude 7½ h.p. motor, outboard, \$100. Call: 728-5833 or apply: 84 Sunset Drive, Oshawa

STELLAR 2-BURNER propane stove, counter top, flush mount. Includes 25' copper tube and 10 lb. propane tank, like new, \$65 firm. Call: 723-5752

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THE OSHAWORKER

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Editor: Ted O'Connor

Editorial Board: Ted Murphy, Carl Finlay, Tom Simmons

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60-GALLON aquarium with heaters, pump and canopy with fluorescent light. Asking \$100. Call: 728-9606

ELECTROLUX rug shampooer, price \$150. Call: 576-4286

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BLUE female budgie, 1½ years old. Call: 728-8514

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'75 PROWLER 24½ FT. Sleeps 8. 4-piece bath. Awning, air conditioner. Reese hitch. Anti-sway bar. Large fridge, 2 30-lb. tanks. \$6700. Call: 723-6560

TENT TRAILER. \$250 firm. Call: Hampton 263-8158

10,500 BTU window air conditioner, 3-speed with charcoal filter, like new. \$250. Call: 723-3929

Continued on Page 6

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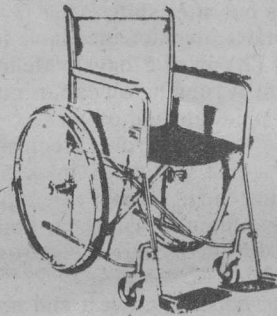


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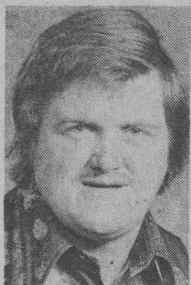
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Truck Plant News

By PAT THRASHER
Committeeman, Zone 56

Sometime ago I wrote an article in the Oshaworker pertaining to the out-dated cab dulux booth. We have been putting pressure on the Com-



pany for the past few months trying to get them started on building a new spray booth. On May 28, 1979, District Committeeman Don Couch submitted a list of complaints concerning the cab dulux booth.

These complaints were listed after a thorough investigation by Don Couch, Derek Gandy and myself.

1. Grates in the booth on the floor are uneven.
2. Lights are dirty shortly after cleaning.
3. Oven fumes enter spray booth from east end.
4. With amount of fog in booth, hoses get dirty and dirt comes off on finished product.
5. Clean overalls are dirty shortly after starting work.
6. Around lights at west end there are holes big enough to put your hand through the roof.
7. Automatic sprayers make wasted passes.
8. There is no room behind automatics. There is only one route from the east to west end. (Unsafe in case of emergency).
9. Walls are so thin that holes are penetrating the thin layer of metal sheets. Water will enter and is stopped by putty being applied over holes.
10. The tank underneath has leaks, whereabouts unknown, causing the air flow to change. Also when water is down the water pressure pushes spray up and on painted rocker panels.

11. No water at times in the tracks, causing sparks.

12. When booth is out of balance air flow will drift the complete length of booth.

13. North side of booth has no exit. Door was closed when automatics were installed.

14. Regulators are too close to automatics (prevent air flow). This is caused from lack of space.

15. Ground cables on thinner cans not sufficient.

16. Booth is constantly out of balance. Sometimes you can see dirt coming into booth landing on painted job.

17. Booth is not only too narrow, it's too short. Within 30 feet of booth there are 12 spray guns operating.

18. First automatic sprays up to ceiling in booth causing filters to plug up.

19. There are 4 people at west end of booth. When one sprayer is changing hoses he gets sprayed from the sprayer on opposite side. (They overlap one another.)

20. Hoses are not being cleaned once per day. If they are cleaned it is only a matter of an hour or so before they are dirty again.

21. Booth is too small for proper paint application. Between first and second coat there isn't enough flash time.

22. Maintenance do not flush guns and hoses out after shift. After production starts, maintenance have to be called (2 out of 5 days). Meanwhile paint is running on cab or not sufficient paint applied on jobs.

23. Booths are narrow. Electrostat at west end will spray back on operator instead of on jobs (Metallic especially). Should change to conventional or cut power to electrostats.

24. Gun holsters at west end not cleaned.

25. The bars holding the track in proper alignment are rusting out and falling into the water.

26. Uneven grates are causing employees to trip.

27. Maintenance are only cleaning 4 of the 6 sets of grates per day.

28. No eye wash station at booth.

29. Employee must climb on can or ladder to adjust regulators.

All of these complaints were well founded and were not just picked out of the air by the Union Representatives. Higher supervision agree with the Union that the present cab dulux booth is inadequate and a very undesirable place to work. However, the Company comes up with the excuse they cannot get the OK from Detroit to spend the 2 or 3 million dollars required for a new spray booth.

Once again General Motors are showing their lust for profits and seem to care very little about the health and safety or the quality of work life for their employees. General Motors also do not seem to care about the people who are buying G.M. trucks because of the amount of dirt that is put into the paint in the cab booth.

Recently, G.M. announced a 250 million dollar expansion to the car assembly plant for a completely new paint facility. It sure doesn't seem logical to me to spend 250 million to paint cars when 2 or 3 million dollars cannot be obtained to paint trucks.

GM Insurance

By JACK VAILLANCOURT
Insurance Representative

EYE GLASS RIP-OFF

Some of our people are buying glasses from non-participating opticians who do not accept the pattern payment of our Blue Cross Vision

Care Program, and are really taking a ripping. Some of these opticians were formerly accepting the Blue Cross Program but have since decided to opt out. The problem is that some of these opticians still have a supply of Blue Cross forms and are completing these forms for G.M. customers. This leads our members to believe that the optician is still with Blue Cross. After all the hocus pocus, they check with us and find out that they have been misled.

I would suggest that if you are in doubt, please contact your insurance representatives before you buy your glasses. A simple phone call to Blue Cross will determine if the optician or optometrist is still participating if you happen to be in doubt.

IMO EXAMINATIONS

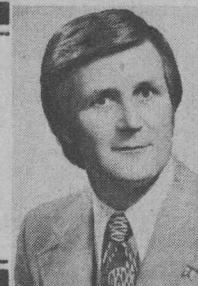
As our annual summer lay-off and vacation period is rapidly approaching, many of our people will be off work on sick or disability leave. Provided conditions are right, you could be eligible for S & A Benefits during the vacation period. The problem is that the Company can have you examined with an impartial examiner whenever you are eligible to draw Sick Benefits. The problem also is that our people go on sick leave and then don't notify the Company of any change of address if they go to a cottage or some other destination. While they are away, they may receive a letter to go to an IMO doctor. If you fail to keep that exam, you may lose your benefits from that day until you are examined or return to work. The safe thing to do is to notify the Company if you are on a sick leave and change residences for any reason.

CONCLUSION

If you have a problem with S & A or EDB, dental, glasses, prosthetics or any of the eleven insurance programs, please ask your Foreman to place a call with the Benefit Office at 7831 and request your insurance representatives. We will be glad to assist you.

Pensions

By TED O'CONNOR
& JOHN BEERS



Since our last article in the paper, we have been at several meetings dealing with the proposed amendments to the Pension Plan for the 1979 negotiations. We are happy to report that on June 7 and 8 we finalized our pension demands, and they will be presented to the membership at the amendments meeting on Sunday, June 24, 1979, for endorsement.

There have been literally hundreds of credited service calls this year, and with only (1) Pension Representative to cover the whole plant, it is impossible to get to everyone the day that they put in their call. So if you have to wait a few days, don't get excited — we will get to you and help you with your problem.

To those of you who intend to retire after the coming set of negotiations, you should be aware that you will be approached to join the Local 222 Retirees' Chapter. The dues are \$1.00 per month, and this is deducted from your monthly pension cheque.

As this is the last edition until September, we wish you a very happy vacation and summer.

The following are the latest retirements. On behalf of the officers and members, we wish you a long and happy retirement.

Lloyd G. Davis, 24.9 years, serial no. 30154; Ross A. Sutherland, 33.6 years, North Plant Maintenance; Roy Clowes, 28.6 years, Inspection, A Body Plant; Thomas DeMille, 31.6 years, serial no. 27691; Ralph Sparrow, 27.9 years, Material Handling, Body Shop; Charles Biggs, 28.6 years, C.K.D.; Steve Howarth, 20.9 years, serial no. 24768; Antoni Zielinski, 26.1 years, A Body Hardware; Theodore Voight, 22.6 years, serial no. 30667, Chassis A Final Finish; Jerry Prachun, 21.1 years, B Body Chassis; Stan Saramak, 45.9 years, North Plant Maintenance; Edward Stewart, 30.3 years, Tin Shop, North Plant; Douglas Johnson, 30.3 years, North Plant, Material Handling; Colin Campbell, 20.7 years, North Plant, Material Handling; Ken Jackson, 21.7 years, Plastics, North Plant; Roger Lapierre, 15.2 years, Truck Plant; Raymond Brown, 30.8 years, North Plant, Material Handling.

SWAPS

Continued from Page 4

WOOD STOVE. Call: 725-7219

FORD MOTOR, 302 cu. in., 3-speed manual, two barrel, \$150. Excellent condition. Call: Whitby 668-5156 between 5 and 7 pm

14 1/2' TEMPEST runabout, 65 h.p. Mercury, trailer, many extras, good condition, \$2700. Boat trailer, Explorer, 1200 lb. capacity. Best offer. Call: 725-0891 or 579-5090

30' KENMORE RANGE, \$50. 13 cu. ft. frost free Coldspot Deluxe refrigerator, \$150. Both white. Good condition. Call: 728-0002

MODEL 530 Case diesel tractor. Front end loader and backhoe. Call: Whitby 668-3287

PRIVATE, 2-bedroom year round home at Balsam Lake. Call: 571-0807

VIKING automatic washer, like new, \$175. Pinto pony. Very gentle, 6 years old. Western saddle. Very good condition. Sold together, \$225. Call: Newcastle 987-4792

19-FT. TRAILER, tandem, electric brakes, fully equipped, one owner, new condition. Treadle sewing machine. Stroller. 30" continental bed. Call: Whitby 668-3106

3-BEDROOM bungalow, plus 4th bedroom and bath in finished rec room with fireplace with 16' x 32' inground pool. \$7,000 down to excellent 10% mortgage. Call: Whitby 668-9585

1976 PONTIAC Catalina wagon, excellent condition, 36,000 miles. Rustproofed, power tailgate, radials and more. Call: 725-2317

1976 CAN-AM 250 MX. Excellent condition. Best offer. Call: Bowmanville 623-6648

KITCHEN and living room chairs, pole lamp, painting, drapes, 17'2" x 84", 9'10" x 84", 6' x 62" (all lined). 2 C78 x 15 mounted tires on GM rims. Call: Ajax 683-6667

PROPELLER for 50 or 55 h.p. Evinrude or Johnson. A-1 condition. \$25. Call: 725-8162

FOR RENT

PRIVATE lakefront three-bedroom cottage on Paudash Lake. All inside conveniences. Cold water only. \$95 weekly. Call: 725-2258

3-BEDROOM cottage on Lake Kushog. Inside conveniences. Good swimming and fishing. Call: 579-5716

"A" Body Paint Shop and Hardware

By RICK McEACHERN
Committeeman, Zone 59

EARLY START

Well, the Company has pulled in their horns on the question of the early start up. By the time you read this the referendum will already have been taken. Except for a few small problems, which I'm sure we can overcome, the early start should be a long ways toward being implemented.

SAFETY

During a recent visit to our area by Union Health and Safety Rep. Rolly Hagerman, he pointed out that some of the blue frames weren't equipped with the proper safety bolts, etc. Each blue frame is supposed to be equipped with a black bolt and clip to make sure that the shelves and the stock on them won't fall and hurt someone. Also there is to be a safety bar under each shelf to keep the frames from separating and the shelves and stock from falling on

someone with the same unfortunate results.

Well, this was new to me so on my Health and Safety Tour last week I decided to check out each and every frame in my area. I found that between the Paint Shop and Hardware more than 90% of the blue frames were in an unsafe condition. They were simply an accident waiting to happen. I informed the Material handling Foreman and he has already started to fix them up. With all the propaganda on safety that the Company lays on us it really surprised me how innocent of this problem that the foreman involved acted. I feel it was his responsibility to make sure these frames were safe to work beside. After all that's his job. This is another example of the don't do what I do, do what I say attitude that this Company has always had.

UNION PICNIC

The Union Picnic will be held on July 7th this year at the Lakeview Park. Tickets are \$2.00 at the Union Hall starting Wednesday, June 27th. As in the past I feel anyone who lives in town can pick up his or her own tickets, but if you live out of town let me know and I'll pick up your tickets for you.

Local 222 Summer Hours

The Local 222, UAW Office will be open during the following times, effective July 3rd to September 4th: Monday to Friday:

8:00 a.m. to 12:00 noon
1:00 p.m. to 4:00 p.m.

CARL FINLAY
Secretary-Treasurer

Thank You

I would like to take this opportunity to thank all the Brothers and Sisters who supported me in the recent election for the Executive Board. A special thanks for those who worked on my behalf.

Fraternally,
Joe Cassar

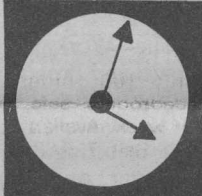


AUTO WORKERS (OSHAWA) CREDIT UNION LTD.

Established April 2, 1938
322 King Street West,
Oshawa, Ontario
728-5187

- Registered Retirement Savings Plans
- Savings Accounts
- Deposit Account
- Free Personalized Chequing
- 1-5 Year Term Certificates
- Collateral Loans
- Personal Loans
- Family Memberships
- Trust Accounts
- Joint Accounts
- Life Savings Insurance
- Money Orders
- Travellers Cheques
- Loan Protection Insurance
- Mail Service
- Payroll Deductions
- Notary Service
- Cheque Cashing

office
hours



Office Hours:
Monday-Thursday 10 am-5 pm
Friday 10 am-6 pm

Mortgage Funds Available

Need a mortgage? Your Credit Union has lots of mortgage money available. We can loan you up to 75% of the appraised value to a limit of \$45,000. Phone your Credit Union for an appointment.

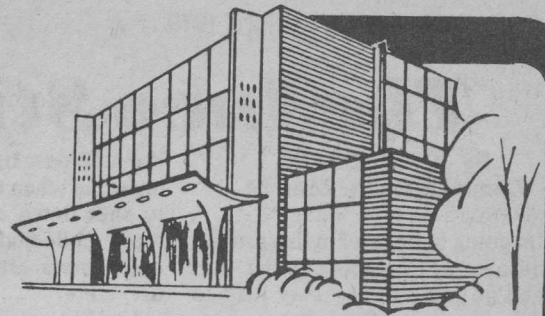


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by
Education & Publicity
Committee
Robert Cannons, Chairman,
Cy Taylor
Gord Henderson
Don Nicholls, Editor

Your Credit Union News

AUTO WORKERS (OSHAWA) CREDIT UNION LTD.
Established April 2, 1938



"Your key to financial progress"

Effective June 1, 1979

AUTO WORKERS (OSHAWA) CREDIT UNION LTD. SAVINGS PLANS

8 1/4 %

SHARE-SAVINGS

Your badge of ownership. Life insurance to a maximum of \$2,000.00 (subject to age and health requirements of contract). Interest calculated on the minimum monthly balance and added to the account half yearly, June 30th and December 31st, and if left to accrue, results in an annual yield of 8.43% (Including Life Insurance: Yield of 9.03%)

9 %

DEPOSIT ACCOUNT

This is a true savings account. Pays higher rate than the life insured account. No minimums or maximums on deposits. Interest added to the account half-yearly, June 30th and December 31st, and if left to accrue, results in an annual yield of 9.47%.

CERTIFICATES OF DEPOSIT (full range)

Minimum deposit of \$100.00; deposit must be left to maturity.

1-year	2-year	3-year	4-year	5-year
9%	9%	9%	9%	9%
Interest is added to the account half-yearly on June 30th and December 31st. May be withdrawn at the member's request, but if left to maturity will yield:				
*1-year	2-year	3-year	4-year	5-year
9.20%	9.66%	10.07%	10.55%	11.07%

9 %

MONTHLY INCOME CERTIFICATE

This is a five-year certificate, interest calculated on an annual rate and payable to the account of the members' choice. Guarantees a monthly income for the five year period.

8 %

PLAN 24 (Daily Interest Account)

Earns interest every twenty-four hours from day of deposit to day of withdrawal. No minimums or maximums on deposits. Interest added to the account half-yearly, June 30th and December 31st.

9 1/4 %

REGISTERED RETIREMENT SAVINGS PLAN

Minimum deposit to open plan — \$500.00; subsequent deposits in \$100.00. Interest calculated on the daily balance, and paid to the account and compounded half-yearly, June 30th and December 31st. No opening service charges. All administrative costs borne by the credit union. Plan trustee by Co-Operative Trust Company of Canada.

PERSONAL CHEQUING ACCOUNT

Free personalized chequing privileges. No minimum deposit required. No service charge. Personalized cheques and wallet provided free. No charge for certifying cheques. All cancelled cheques returned with a quarterly statement.



AUTO WORKERS (OSHAWA)
CREDIT UNION LTD.
Established April 2, 1938

Lloyd Clarke, President
John Brady, Vice-President
Don Nicholls, Executive-Secretary

DIRECTORS

Don MacDonald, Hugh Armstrong
Joe Worona, Bob Cannons
Cy Taylor, Dave Broadbent
Gord Henderson, Bill Harding

CREDIT COMMITTEE

John Beers
Connie Lockhart
Mike Black, Ted Simkin
John Phalen

SUPERVISORY COMMITTEE

Terry Graham, Glen Coop
Fred Hargrove

EXECUTIVE COMMITTEE

John Brady, Chairman
Lloyd Clarke, Joe Worona,
Bill Harding

TRUSTEE & PURCHASING COMMITTEE

Dave Broadbent, Chairman
Hugh Armstrong, Don Macdonald

**You get a
little more
at your
Credit Union**



**NEED
HOME
IMPROVEMENT
MONEY?**

see your
Credit Union

Even though the winter months can be tough weather wise, it won't be long before those warm, balmy breezes of spring will be blowing. This is the perfect time to take a look at the old homestead, both inside and out, to see what repairs may be needed. Early spring is a good time to complete repairs or expansion plans.

A Credit Union home improvement loan can help get the cash that you will need to add that extra room, build on a garage, install a swimming pool, landscape the yard or any other improvement to the home or lot that is permanent and fixed to the home or lot.

A visit to your Credit Union for a home improvement repair or remodeling loan is a smart move. You'd be hard pressed to find money at less expensive rates anywhere. A loan officer will help you work out a loan agreement, repayment schedule, and monthly payments to fit your budget. While at your credit union office, be sure to ask the loan officer for information on all our loan services.

PAYROLL DEDUCTIONS

Saving some cash out of that hard earned paycheck each week can really be a chore. However, if you belong to the Auto Workers Credit Union where we offer payroll deductions, saving that cash can be made more pleasant.

When you sign up for payroll deduction, you authorize your credit union to automatically take a certain amount of cash out of your cheque and deposit in your account each pay period.

Company Name	Time of Month Changes Sent Out	Time of Month Change Becomes Effective
G.M. Hourly	15th	First Pay of Following Month
U.A.W. Dental	15th	First Pay of Following Month
T.G. Gale	Every 6 months April 15th & October 15th	First Pay of Following Month
Duplicate Hourly Duplicate Hawkesbury Duplicate Salary	Last Working Day of Month	Approx. 15th of Following Month
Houdaille Hourly Houdaille Salary	Last Working Day of Month	Approx. 15th of Following Month
Kerr Industries	Last Working Day of Month	Approx. 15th of Following Month
Cliff Mills Motors	15th	First Pay of Following Month
G.M. Truck	Last Working Day of Month	Approx. 15th of Following Month
U.A.W. Local 222	Last Working Day of Month	Approx. 15th of Following Month
Delta Faucet	15th	First Pay of Following Month

The Inco Strike and You

By JOHN KOVACS
Committeeman, Zone 54

I'm going to be brief in this article. I will also not be too popular, but what I'm going to say may help to explain a couple of points.



Thursday night, June 7, shortly after the pay cheques were distributed by Supervision, I ran into a good many of you who voiced your disapproval over the extra \$2.00 Union dues.

Some of you wanted an explanation: why? And when you were told that it was passed by the membership at the regular meeting May 3 and that it goes to the striking Inco brothers, some of you were downright ignorant. Almost all who complained had 1976 seniority or less. Most didn't even know where the Union Hall is located, and some of the statements went like this: "They already went back to work", "I was at the meeting and I voted against it — I should get my money back", "They've got to be

the stupidest bunch of people to go on strike when the Company wanted to shut down anyway", "They already collected at the gate — how much more are they going to milk us?", etc.

I tried to answer these questions, but after the second one my temper flared. I have run copies of brother Murphy's article from the May 17 issue of the Oshaworker, and when questions were asked I handed out a copy of his article.

When greed and selfishness get hold of a person, it is very unlikely that he possesses any brotherly love for his fellow man. We have enjoyed prosperity and peace at our work place since 1970. There were no strikes or lay-offs the past nine years. All of you who complained do not know what a strike is because you have never participated in one.

You maybe didn't know that these same Inco guys collected over \$11,000 for us in 1970 when we walked the picket line for three months. Sure you were not here in 1970, but we put up with hardship for three months to win economic and social justice for all of us, and all you complainers — who were not with us then — enjoy those benefits to-day. The same justice the present Inco

brothers won for employees who will be hired later.

In this respect, I almost wish we would hit the picket lines this time around. The environment, quality of life, and jobs in general have improved to the point that some of you with hardly any seniority are spoiled rotten. Some of you think that everything comes on a silver platter and from the goodness of the Company's heart.

It's time you realized that the two hours of your wages, which goes to your Union, is the best investment you could make. As for the extra \$2.00 for our brothers in Inco, it helped to pay those brothers' insurances. Nine months is a long time to be without pay cheques. Sure they collected at the gate at Christmas time, but you know something? Two of you who mentioned it walked by us at the gate without putting one cent into the bucket. I know because I stood at the gate for a whole hour in subzero temperatures.

In closing, I have to agree with one of our older brothers who told me that instead of a gate collection we should have gone through the payroll deductions so this way everybody equally participates.

"84" Line Hardware

By HAROLD REID
Committeeman

I think it's about time employees I represent know exactly what is happening in our Zone.

The number one problem is supervision don't give a damn about seniority. Our Superintendent Barry Hooper, in his wisdom, thinks that he can promote anyone he chooses regardless of seniority.

Paragraph No. 61 of the Master Agreement says he is wrong, but Barry still figures the letter our District signed gives him the right to violate the agreement. I don't know how the Company can justify moving employees with twenty or more years' seniority and replacing them with employees with three or four years' seniority.

In the first group in our Zone, seniority doesn't mean much either according to Dave March, Bill Burnett, and Barry. They all claim merit and ability is number one and then will consider seniority.

I would be interested in knowing how the Company knows whether an employee has the merit and ability unless he or she is given the opportunity to do the operation.

In the past, Barry Hooper has told supervisors this is the only way to find out what an employee can do. It seems Barry goes two different ways with his supervisors. He agrees with one of the same problem and disagrees with the other. I trust that someday he follows the same policy with all of them.

Barry keeps saying that 84 line has

all the problems. My advice to him is get supervision to go by seniority and stop causing problems and 90% of our problems will be solved.

It would also be an advantage to us all if the supervisors and General Foreman would bargain and negotiate with the Committeeman instead of me having to run to the Superintendent for every little problem that crops up from time to time. None of them seems capable of making a decision.

I don't know why the Company did away with Group Leaders and replaced them with trainers. This had to be a step backward as the trainers are all URT employees and they are being used as Repairmen chasing the line, and half the time are not even in their group whereas the Group Leader was always in the group. Now when an employee wants an emergency relief, or go to first aid, or get gloves or aprons, get a broken hose fixed, etc., they can never find him. I believe we have to make this a demand in negotiations and get the Group Leader classification back.

We also have to stop the Company from getting our Repairmen to do Inspection work. If we allow this to continue, the Inspection Department will be phased out entirely.

In twenty-two years in G.M., I've never seen so many new ideas tried by supervision. So if you don't agree with what supervision is trying to pull, call for your Committeeman. I'll certainly do my best to help you.



Rod & Gun Club

By ROY FLEMING

Local 222 picnic is only a few days away, and the Union Rod and Gun Club are preparing for the picnic at Lakeview Park, Oshawa. The trapshooting over Lake Ontario is always spectacular, especially if there is a wind from the lake. This wind will cause the birds to climb and change positions just as you are about to pull the trigger. Many a shooter has been fooled by this dipping and diving of the birds. The clear bright weather will also make the birds seem to do tricks but it is perhaps your eyesight doing tricks on you. Come prepared to shoot a few rounds. As the Lewis system will be used in scoring, there are no handicaps for any shooter, but all shooters have a fair chance to win a prize.

The Chairman in charge will start the trapshooting at 9.00 a.m., and he will close when he thinks all shooters have had a chance to shoot. Drunks will not be tolerated, and 12 gauge shells will be available, but you may shoot your own.

Casting and spinning will start at 12.00 p.m. for both adults and the kids. It will be held at the same place near the trapshooting range. As in the former event the Lewis system will again be used in scoring. You and yours have a chance to win a prize. Please forgive me if I do not lend you my rod for either casting or spinning as I know you have better equipment at home or at the cottage. Bring your own equipment and win a prize. We supply the casting dummies.

Archery, a sport that has many followers, and is enjoying an increased membership every year, will again be on the agenda. The last couple of years the Chairman and his committee in charge of Archery have put on a display and instructed any person interested in archery. I think this sport can be very rewarding, so why not come forward and try your skill.

The Union Rod and Gun Club membership cards (\$1.00) will again be sold at the UAW Hall, Bond St., so ask mother for another buck so you can become a Union Rod and Gun Club member. The day of the picnic some member will take home a fishing outfit, a motor boat and trailer, a fine balanced outfit. If you send some other person to pick up your car tickets have them pick up your membership card at the Union

Hall, and if that is not enough confusion, come and see the membership chairman near the shooting range. He may have a few membership tickets left.

I was going to list all the white flowering bushes I could find that bloom in the month of June, but the more I saw, and the more I could see, I decided to change my program. I found a yellow marsh flag growing along the marshy shore of Lake Simcoe. The wild flower looked like one of the many different iris'. The wild blue flag is the most common, and the red flag is not so common. These wild iris grow in most marshy areas especially if the earth has been distributed by ditching. The more I looked at these wild yellow plants, the more I thought I had found a rare beauty. As I examined this plant, I thought I had found a golden canna growing in the same marshy area, but when I read the wildflower book it said the yellow canna only grows in South Carolina. The flower book

may be wrong and maybe some botanist made a mistake in identifying this plant. And maybe as I wander through wet damp marsh areas I made a mistake. Do you think so?

The annual weed drag was a great success with 129 registered members, and in addition, some kids. The best fish of the day was a musky caught by Bing Crosby weighing 23 pounds or better, being longer than 45 inches, a beautifully marked fish — a worthy trophy fish.

Chairman Joe Worona and his committee spent some of the time promoting the use of live wells, as they seem to be becoming a piece of equipment used at most fishing derbys. Andy Popatchuck did a great job in selling "Save the Second Marsh" buttons and he supplied literature on the subject, "Save the Second Marsh". Although Andy and Joe were hard pressed to find time to fish, Andy did manage to come up with the longest weed by the end of the day.

1979 Weed Drag prize winners: Musky division: 1. Bing Crosby, 23 lbs., 2. Huck Lakin, 11 lbs., 15 oz., 3. Charley Lia, 11 lbs., 4. Stan Kapuscinski, 10 lbs., 14 oz. Pickerel division: 1. Joe Gorny, 5 lbs., 3 1/2 oz., 2. Fred Marshall, 3 lbs., 14 1/2 oz., 3. Ed Gorny, 3 lbs., 12 1/2 oz., 4. Paul Gaudet, 3 lbs., 10 oz. Special prize: Longest weed, Andy Potapchuk, 45 inches.

See you and yours at the picnic.



Skilled Trades Report

By JUNIOR McMULLAN
District Committeeman

ELECTION — GM APPRENTICESHIP COMMITTEE

An election was held on June 6, 1979, for the positions of Chairman and Vice Chairman for our Apprenticeship Committee.

Eleven Journeymen from the Tooling and Maintenance Trades submitted their names for this election.

RESULTS:

Smith, Raymond—	108 (Elected)
Thomson, Warren—	17
Lynch, Donald—	17
Lymer Jerry—	24
Spellen, Dave—	72
Turner, Dave—	58
Luchuk, George—	68
Kellet, Dave—	88
Jorgenson, B.R.—	38
Grunwald, Lothar—	93 (Elected)
Worsley, A.W.—	57

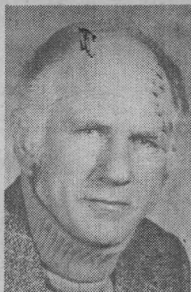
Ray Smith elected as Chairman and Lothar Grunwald Vice Chairman. They will take office the week of June 18, 1979, for a two year term.

As you can see by the number of votes, approximately only 350 Tradesmen and Apprentices voted. After talking to Tradesmen in the plants, I find there was a lot of confusion at the voting tables. Our people tried to vote with their Skilled Trades cards to identify themselves but were refused a vote unless they had their UAW membership card.

I can honestly say there were no problems at Durham College with our Apprentices voting.

LOCAL NEGOTIATIONS WORKING CONDITIONS

I have already had two meetings with the Company on our 140 de-



By ROLLY HAGERMAN Car Plant Safety Rep

Hearing loss is something that can occur so gradually you may not realize what is happening — and it is permanent. Hearing loss cannot be cured, and will not improve. Loud noise can also leave you tense, tired and irritable. It can leave a constant ringing in your ears. At the end of a day's work, you may notice that sounds seem muffled.

Constant excessive noise damages tiny sensory cells deep inside the ear, and these do not repair themselves. At first you lose the high-pitched sounds. As the damage continues, the loss spreads to the critical range for understanding speech.

NOISE CONTROL AND EAR PROTECTION

The first responsibility is that of the employer to reduce the noise in the work place. Engineering is the best way to reduce noise levels — an example is the muffler on a car's exhaust system. Noise can be housed in sound-muffling enclosures. The worker himself can sometimes be enclosed. This is frequently done in the steel industry.

If neither engineering controls nor enclosures are possible, consideration should be given to changes keeping workers out of noisy areas. One example is spray booths where workers have to work next to a noisy automatic.

The least preferred answer to excessive noise is ear protection. Until acoustic engineering and technology can be brought into moist work places, workers should safeguard their hearing with adequate ear protection.

It is the employer's responsibility,

mands on working conditions in the plants, showers, lockers, air conditioning, etc.

I am hoping by meeting early with the Company that this will help to speed up negotiations for our Tradesmen, which officially start July 16, 1979.

Noise

at no cost to the employee, to provide suitable ear protection.

The Workmen's Compensation Board and Provincial Department of Labour sets the maximum noise levels. This is monitored by expensive metering equipment. There is, however, one simple test, Stand at arm's length, and if you have to raise your voice to be heard, the noise is excessive. You can also be sure your hearing is being harmed if your ears ring or sounds seem muffled after the noise stops.

SIGNS IN THE PLANT

Recently signs have been placed in the plant stating "Workers must wear ear protection in this area." These signs comply with the Department of Labour Law so workers know when they are exposed to excessive noise. This does not mean that other workers in the Car Plant can't have ear protection nor does it mean that they don't need protection. The areas signed are the areas over 90 decibels, but there are plenty of areas in the plant over or between 85 and 90 decibels. Many people argue for 85, and in fact some European countries like Sweden and Germany already use this figure. Probably within a short time the 85 decibel figure will be used here.

WEARING EAR PROTECTION

The signed areas are where the ear protection must be worn. However, in the Car Plant, there can be no discipline for not wearing ear protection. We believe the worker to-day is far more sophisticated, and the compliance will be better than the old method of do it or else. This has already been proven as far more people are wearing the ear protection that is really called for by the signing of certain areas.

For those who don't already know, there are five different kinds of ear protection available for the asking. Ear muffs, sound bands, and three different kinds of ear plugs. One word of caution, don't use a dirty ear plug — either wash it or throw it away.

Don't be discouraged when you first try protection. It is a known fact that you will feel better and protect your ears. In the meantime, it is our job to help reduce noise levels wherever possible.

THE CASSIDY LETTER

Women's Work



By **MICHAEL CASSIDY**
MPP, Ottawa Centre Leader
Ontario New Democratic Party

Sixty to seventy years after women gained the right to vote and ten to fifteen years after the start of the women's liberation movement, full equality for women is still a long way off.

As a matter of fact, equality in the all important area of jobs and income is actually becoming more distant. In 1965, the gap between men's and women's incomes was about \$2,700. By 1975, the gap had widened to just over \$6,000 and it is still expanding.

A remedy for that situation was proposed recently in the Ontario Legislature when New Democrat Ted Bounsall, the MPP for Windsor-Sandwich, introduced a private member's bill calling for equal pay for work of equal value.

The bill got second reading despite Conservative opposition and the government later refused to promise that it would be given third reading, which is necessary if it is to become the law in Ontario. The bill must also go before a committee of the Legislature.

Ontario law now requires that a woman doing substantially the same work as a man must receive the same wage but that doesn't solve the problem.

Most women work in sex-defined job ghettos. Two-thirds of all

women in the labour force are employed as clerks, waitresses, sales clerks and hairdressers. But even in these job categories where women predominate, they are paid less than men. Statistics Canada figures for 1975 showed that women in the service sector received an average \$4,700 a year while men received more than double that. A male clerk in that year was likely to make about \$4,000 more than a female clerk.

Of course, the argument is often made that women don't require wages as high as those paid to men because men support families while women work to pick up "pocket money."

That argument does a disservice to the 61 per cent of women in the work-force who are single, widowed, separated, divorced or married to men whose earnings are less than \$10,000 a year. For those women, according to provincial government figures, 42 per cent have family incomes below the poverty line.

The bill proposed by Ted Bounsall would require employers to pay female employees on the basis of the value to the employer of the work performed, judged by skill, effort and responsibility. That assessment would be judged by an employment standards officer of the provincial labour department.

The bill received the support of the Ontario Status of Women Council, the Ontario Nurses Association and the Ontario Division of the Canadian Union of Public Employees, the Ontario Students Federation and the Ontario Federation of Labour, as well as other women's groups.

All it needs to make the bill law is the active support of the Ontario government in calling the bill for third and final reading.

And given the track record of the provincial government in giving lip service only to the principle that women in the labour force should be equals, only public pressure will push the government into real action.

Co-Op News

By **ABE TAYLOR**
Co-Op Board Member and
1st Vice-President

I have been a member since the store opened, and have a family of five, all adults. With five adults to feed, the Co-Op is the place for me to shop. I do take advantage of chain store specials (loss leaders), but I find the Co-Op is the best buy for our family.

The Direct Buy is another great advantage of being a member because of the large selection of items offered at discount prices, jeans, clothing especially, and seasonal items.

I believe in the Co-op concept, and it is one place where the working people can get together and see the results of team work.

The Co-Op is owned and controlled by the members, and this is why the Co-Op can offer quality merchandise at very minimal prices.



Come on down and see for yourselves. Try it on a courtesy pass.

Grace Moores
Schoolteacher
Co-Op 327A

Education

By **R. CANNONS**
Committeeman



The Company has agreed to put matting in front of the bands at unitizing. The result of a grievance filed the cafeteria will be supplied with new knives, forks, etc. These are to be delivered the week of June 4th. They know of the problem of water at the guard house. Maybe if we are persistent, they will cure this problem.

To those inquiring about home ownership, the Credit Union will have these available for this year. I urge our younger members to take advantage of this as it will result in the saving of many dollars now and go a long way towards the purchase of your first home at a later date. I shall elaborate on this when it is available.

BETTY MERRIOTTE TROPHY
We can be proud of our 435 G.M.

Division of the Saint John's First Aid as they are the winners of the Betty Merriotte Trophy. The first time it has been presented, on May 27th at Ajax, this was for all Saint John's Divisions in Durham Region. This Division is made up of hourly and salary G.M. employees. Our own First Aid clerks Tran Coffey and Fred Schneider are part of this Division.

If you wish to join them in this work, call 644-7095 for more information.

EDUCATION UPGRADING

Hats off to Cathy Thompson of the G.M. training department for her effort in making Education Upgrading of G.M. employees possible. This can lead to a University degree. May I encourage our people to participate. Courses are as follow:

1. **Secondary School Courses for General Motor's Employees** — The continuing education department of the Durham Board of Education is again planning to offer secondary school courses beginning October 1979, for employees on regular of shift work schedules.

If you are interested in working toward your secondary school diploma, please request an application from the Education and Training Department at General Motors — Ext. 7312.

All applications should be completed and returned to us by Friday, July 27, 1979.

2. **Trent University Offers Degree Courses in Oshawa** — For part-time studies at Durham College. For enrollment information, attend the meeting with the Trent University Representatives.

Date: Wednesday, July 11, 1979.
Time: 4:30 p.m.

Place: General Motor's south main office boardroom, Park Rd. South, Oshawa.

3. **University Courses for General Motor's Employees** — On General Motor's premises; at convenient times. The University of Toronto plans to offer two-degree courses for those who have completed Ontario Grade 13 or its equivalent. For enrollment information, attend the meeting with the University of Toronto Representatives.

Date: Wednesday, July 18, 1979.
Time: 4:30 p.m.

Place: General Motor's south main office boardroom, Park Rd. South, Oshawa.

In closing I wish everyone a safe and happy vacation.

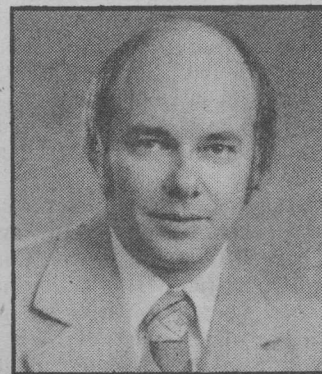
GM Master Negotiating Committee 1979



TED MURPHY
PRESIDENT



HARRY IRWIN
CHAIRMAN



DON COUCH
DISTRICT NO. 1
TRUCK ASSEMBLY



TOM THOMPSON
DISTRICT NO. 9
MANUFACTURING
FABRICATION



JOHN CAINES
DISTRICT NO. 6
CAR ASSEMBLY



JUNIOR McMULLAN
DISTRICT 10
SKILLED TRADES

DON COUCH — TOM THOMPSON — JOHN CAINES
WERE ELECTED FROM OUR
REGULAR SHOP COMMITTEE

Excess Fees

By **MIKE BREAUGH**
MPP Oshawa
New Democratic Party
Health Critic

On March 29, the Minister of Health announced an agreement between the government, the OHA and the OMA which was to solve all our opted-out physician difficulties.



This agreement was supposed to guarantee that without prior notification of opted-out status, patients would not be required to pay excess fees.

However, on Monday I brought to the attention of the Minister the case of a Toronto area man who is being taken to court over failure to pay such excess fees. The opted-out anesthetist involved freely admits that he did not give prior notification but just as freely maintains that he has no legal obligation to do so. He is right; there is no legal obligation! Furthermore, when

the OMA was contacted about this case they said that they could not intervene as the physician was within his rights. The Minister's "agreement" is worthless out there in the real world, as this case illustrates.

The agreement was also supposed to ensure the availability of physicians services at opted-in rates in public hospitals. On April 12, I brought to the attention of the Minister the case of a woman who, even using the "agreement", was unable to find an opted-in gynaecologist at Toronto General. He said he would sort it out. That woman has still not been contacted by the Minister or any of his officials.

Questioned on the agreement yesterday the Minister admitted that, although it is two months since his March 29 announcement, "there is no formal mechanism as such developed as yet."

If this is the state of Mr. Timbrell's agreement, far from being the panacea we were promised it appears more like the "finger in the dike" move we have come to expect from the Health Minister.

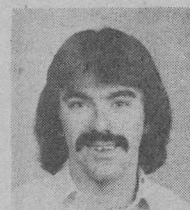
Wishing you a perfect



Rumours

By MURRAY STRONG
Committeeman
Third Shift, Zone 42

Supervision is at it again. Everytime a rumour makes the round in maintenance you can usually track it back to management. Their new



story states that I am expanding existing overtime groups. This portion of their news release is fact. When an attempt was made to separate the plants for overtime purposes there were nine groups created. Eight sweeper groups and everyone else stayed with past practice. After my election I began to enforce the practice of asking for plant wide overtime. Any employee on a steady shift in any plant (Chassis, Body, Truck) has the right to share overtime. Management is fighting me every step of the way by trying to confuse the issue. They are crying about the amount of grievances filed because of overtime. If they would operate according to the contract and quit playing games the maintenance dept. would operate a lot smoother.

I was elected to represent all employees in Zone 42, so walls built around a plant must be reconstructed to provide access for maintenance. I don't care how high the wall is built. I will just get a longer ladder, if you get my drift.

I realize management in some instances are a bit slow, so I will print a letter from the Local Agreement (letter 5) just to make sure they are aware of some of the many grievances they are creating. Statement of Policy: In the application of paragraph (159) of the Master Agreement dated December 7, 1976, Manage-

ment has no intention of changing its present practice regarding the maintenance of an equitable balance of hours between shifts among employees engaged in similar work within a dept. Higher supervision must not mind having a huge amount of grievances filed because of overtime mistakes. If they do not like grievances why do they not have a talk with ground level supervision and instruct them on the proper methods.

Remember, if you have any questions regarding overtime, it is being charged according to letter 11 of the Local Agreement with a separate overtime book for supplemental overtime, similar to production. Management have stated overtime will be fairly equalized. Let's wait and see.

One problem with maintenance is getting management all working together between plants. I wish they would end their squabbles and stop creating hassles.

I am working on having maintenance employees given the opportunity to punch their cards inside the plant, not standing in the rain.

Quality audit and the main office have their ventilation turned on at night. Lye tank area in the truck plant has been changed from a pig pen into a reasonably open area to work. The ventilation still needs improving.

Last but not least this is a message to a supervisor in parts who considers himself Lord and Master. I'm on to all your tricks. I hope you have covered your rear when you paid your per-diem overtime, and he never stayed more than ten minutes. Paying a few hours overtime instead of a per-diem rate isn't very bright. How come the auditors missed this? I hope you have deducted all his seniority. Games like this always come back and haunt you, so why play them.

YOUR CANADA PENSION PLAN

By CAROLE GODFREY
Field Officer Canada Pension Plan, Oshawa

Here are more questions that we are often asked, with regard to Income Security Programs.

(1) When a young person dies, for example in their 20's, is there still a Death Benefit under the Canada Pension Plan?

In order for there to be entitlement to a death benefit under the Canada Pension Plan, the deceased must have contributed to the Canada Pension Plan for at least three years, or 1/3 of the calendar years in his contributory period. Depending upon the age of the deceased, the required number of year's contributions could be three or four or five years. For example; a person born in July, 1959, has worked since age 16, and dies in April, 1979. This person became 18 years old in July, 1977. He made contributions in 1977, 1978, and 1979 up to the time of death.

Because of his age, the number of year's contributions required is three years. He met this requirement, and therefore, his estate would be entitled to a death benefit upon application.

(2) I am receiving the Canada Pension Plan and the Old Age Pension. I was born in Canada and have lived here most of my life. If I move out of Canada, can I still get my pensions?

There is no residence requirement for the Canada Pension Plan benefits. This means you could receive whatever pension you earned for the Canada Pension Plan no matter where you live, and regardless of how long you stay out of Canada.

The Old Age Security is based on residence. Once a person has received entitlement to the Old Age Security Pension, they must have 20 years residence in Canada after age 18, in order to receive this pension outside Canada. If the Old Age Pension recipient did not have 20 years residence after reaching age 18, then the pension would be paid for the month he leaves and an additional six months. The pension would then cease until he returned to live in Canada.

Durham Region residents for further information contact:

Canada Pension Plan, Mid-Town Mall, 200 John St. W., Oshawa, Ontario L1J 2B4, Tel: 576-7901.

Interviewing hours: 8:30 to 4:15 Monday to Friday.

(The office is on the second floor and there is an elevator.)

Chrysler Closes Plant

By MARK STEPP
UAW Vice President

Reacting to the announcement by the Chrysler Corp. that it will close its Hamtramck (Mich.) Assembly Plant in the summer of 1980, UAW Vice President Marc Stepp, director of the union's Chrysler Dept., in conjunction with Region 1 Director Stephen P. Yokich and Local 3 President John Smith, issued the following statement:

"The Chrysler Corporation may have a new management team, but in its labor relations, it is following the same old policies.

"More than two weeks ago, we began hearing rumours that the cor-

poration was planning to close the Hamtramck plant. We also came across some evidence which seemed to substantiate these rumours. At that point, we began pressing management for information.

"Last Wednesday, we met with top corporate officials to get the situation clarified. They denied that they had any information to give us. We learned of the closing announcement less than an hour before it was released to the press yesterday.

"We believe this action may be just as short-sighted as their attempt, less than five years ago, to close the Jefferson Assembly Plant. At that time, the UAW pointed out that the solution to Chrysler's problems did not lie in shrinking its capacity to produce cars and trucks. And we also pointed out the devastating economic impact such a closing would have on the Detroit metropolitan area.

"Together with Mayor Coleman Young and a number of civic organizations, we fought like hell to get Chrysler to reverse its decision.

"Events proved us right. Chrysler kept that plant open and was able to use its productive capacity to manufacture badly needed trucks and vans.

"What we said then about the Jefferson Assembly Plant can be said with equal justification today about the Hamtramck Assembly Plant.

"Chrysler's plan to close this plant and throw thousands of Chrysler workers out on the street permanently is short-sighted and unneces-

sary. Even if economic circumstances require the corporation to reduce production for the time being, the problem could be handled in a manner which would not require all of the burden to be borne by the workers in this one plant.

"Moreover, by keeping the plant open, it would be available for conversion to the production of other models in the future, when Chrysler might need that additional productive capacity, just as it did in the case of the Jefferson plant.

"Perhaps we have more faith in the future of this corporation than management does. Chrysler has been in trouble before, and has always come back. We believe it will overcome its present difficulties if management doesn't give in to panic and despair. But a comeback will prove more difficult if it fails to hang on to its productive capacity.

"We feel confident that the members of Local 3 will cooperate in any joint effort to keep this plant in operation, and on behalf of the thousands of workers in this plant, and their families, we invite the government and citizens of Hamtramck and Detroit to join us in this fight to save the plant from the misguided intentions of the Chrysler Corporation. We urge all of them to make their feelings known to Mr. Riccardo and Mr. Iacocca.

"In the meantime, we will ask management for an early meeting to discuss their decision, since they did not see fit to disclose their plans to us at our meeting last week."

Contract Year

By BING CAMPNEY
Committeeman, Zone 53

With 1979 being contract year many of the employees are asking the question, "Is there going to be a strike?" I can only tell them what I



personally feel will happen.

Whenever you go in the plant you hear the same thing, it's our turn (G.M.) to go, it's been nine years (1970) since G.M. has been involved in a strike, so it has to be our turn. I

don't believe in that way of thinking. The International Union will weigh all the problems and then and only then will they pick a target Co. It all depends on the demands for our product, Ford's and Chrysler's. When September 14th gets closer to us I think an extension will be added to our present contract until something breaks one way or the other. I sincerely believe our negotiating team will do everything they can to prevent a strike, and if our product is in demand then the Company won't want to close down their lines. So with an experienced negotiating team on both sides, cooler heads do prevail and we can achieve a fair and just contract for the workers without a strike.

One of the many items which I believe should have priority is that we should go for a two year contract.

Others will tell you it should be a one year contract, but I don't believe there are too many of us who wish to have a strike looming over us every Fall. A two year contract would be long enough with the way inflation and our high cost of living keeps rising. It is also pretty hard to ask us to live with agreements for three years when times and jobs change so rapidly in our plants.

PLANT HOUSEKEEPING

Once again we had to go to the Company to get certain areas in the plant cleaned. The man power situation is still below standards in Dept. 44 (sweepers) and the never ending job of the sweeper in the truck plant gets busier and busier each day.

I know there are some areas in the plant which are not being kept clean enough and to blame the sweeper is the easiest way out. One way for us to beat the problem is to work with the sweeper. Let's try to keep our own work and lunch area clean. When the sweeper sees that we are trying to help him he just might spend more time in your area. Also you have garbage pails in your area, use them. It shouldn't be the sweeper's job to pick up your half eaten sandwich or your banana peel off the floor, if you miss the garbage pail. If you did this at home your wife would rap you with her broom. So seriously people, if we have to go to the Company about getting your area cleaned let's make sure we didn't put it there. If your areas need garbage pails, ask your supervisor and he will get one for you. I know this is the only way to

handle this problem, and if we keep it clean like we do our homes we will have a very clean and healthy plant in which to work.

EYE GLASSES

This is a very serious subject a few Union Reps, tend to shy away from when approached by the Company that they are having a few problems getting some employees to wear his or her safety glasses. Let's look at it the way the Union sees it.

1. The Company is 100% in favour of wearing glasses.
2. It is a violation of plant rule 31.
3. It is their plant and we have to do as we are asked about this problem.

I'm sorry if this makes me sound like a Company man. I don't intend it to. I would sooner tell you now rather than when you are getting disciplined for it or before you have a serious eye injury. I know there are some jobs and some areas where maybe you shouldn't have to wear safety glasses, but until we get this in our Agreement it's better that we wear them.

PARKING LOT

Once again the Company is patrolling the parking lots and ticketing all vehicles which are illegally parked. They're taking your license number and the second time you will be towed away at your cost. Don't block anyone in. He or she may have to leave the plant on an urgent family matter and not be able to get out. Think of someone else rather than yourself.

Delegates Endorse Bargaining Program

TORONTO (CPA) — More than 300 Canadian delegates endorsed by the UAW's collective bargaining program at a two-day conference held in Toronto recently.

In addition to the key demands of inflation protection for retirees, improvements in wage and COLA, shorter work time and longer vacations, the delegates endorsed proposals for improvements in the quality of work life and major improvements for women workers.

Equal pay for equal work headed the list of demands for women, while the negotiation of company-paid child-care facilities and improved maternity leave provision with pay and benefits were other issues that won support.

Bob White, UAW Canadian director, said that the trade union movement faces a political battle to save universal health care programs from destruction.

"The issue is the right to equal health care, whether you are a worker earning the minimum wage

or whether you are president of a corporation," White said.

"When you have significant numbers of doctors opting out and charging substantially more than the provincial plan will pay, this destroys that principle.

"I am not prepared to leave in the hands of doctors to determine who can afford to pay and who cannot afford to pay. There are several people in this province who will not be able to afford to pay and that includes workers and their children and that includes large numbers of retirees," he said.

"The corporations with whom we bargain are strangely silent about the question of universal health care.

"I want to say to the corporations that if you sit silent and passively support the doctors in this province who are destroying our health care scheme then, by God, in 1979 you better find a formula to pay for that because our members are going to demand the full coverage they had in 1976."

Have A Happy Vacation